



Albany Pride Inc. Membership Agreement

This Membership Agreement (“Agreement”) is entered into by **Albany Pride Inc.** and potential members. When you submit your membership application, you are required to accept and abide by the following membership agreement, which comes into effect when your membership is approved by the **Albany Pride Inc.** committee.

Member Benefits

Members will receive the following benefits:

- Your membership fees for **Albany Pride Inc.** help fund our mission and to meet our charitable objectives, such as funding our mental health groups, social networking events, information and education resources, and our annual Albany Pride Festival;
- If you are over the age of fifteen (15), you are eligible to vote in our Annual General Meeting (AGM);
- You are encouraged to register as a volunteer to utilise your skills within the organisation, and are eligible to nominate for a position on the **Albany Pride Inc.** Committee (see: *Albany Pride Inc. Constitution* for more details);
- You will be added to the **Albany Pride Inc.** mailing list, and will receive regular updates about **Albany Pride Inc.**;
- **Albany Pride Inc.** is hoping to provide more member benefits in the future, which you will be informed of as they happen.

Membership Dues

Membership applications will be approved by the **Albany Pride Inc.** Committee, and applicants will receive a confirmation of the outcome of their application within 30 days.

Membership categories:

- Individual memberships: \$30 (full member voting rights at AGM);

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- Concession: \$10 (full member voting rights at AGM);
- Under 15: associate members (not eligible to vote at AGM);

Please Note: *Albany Pride Inc. values the contribution and feedback from all members, irrespective of voting rights.*

The effective term of your membership aligns with the financial year, which begins on the 1st July, and ends on June 30th the following year. To maintain membership, it is due no later than 30th June of that year. The effective term of your membership shall begin on the date when the annual membership fee is paid in full, and after the **Albany Pride Inc.** Committee has approved the membership application. Membership will end as of the 30th June irrespective of when the membership application is submitted, and **Albany Pride Inc.** is currently unable to provide discounts for memberships that will be effective for less than twelve months, due to the timing of submitting the application.

Member Responsibilities

As a member of **Albany Pride Inc.**, you will:

- Treat all members and attendees to our events with respect. Abusive, threatening, or violent behaviour cannot and will not be tolerated and will result in your membership being terminated;
- Recognise the importance of respecting members and attendees' privacy and confidentiality. For this reason, you will not disclose any personal information gained through membership, or by attending groups or events. This includes not sharing a member's or attendee's name, sexual orientation, gender identity, trans or intersex status, attendance details at the support groups or events, membership status, relationship status etc.;

Please Note: *Albany Pride Inc. has many out and proud LGBTQIA+ members and attendees, however there are many members and attendees who may be questioning their sexual orientation or gender identity, or may only be out to a select group of people, and not at work or the wider community, or in a position where they are unable to disclose their sexual orientation or gender*



identity due to risks of safety. Breaches of Privacy and confidentiality will result in termination of your membership.

- You will endeavour to respect member's and attendee's pronouns, preferred names, and use gender inclusive language;
- You will ensure that you are respectful in all your communications with other members and attendees. You will endeavour not to ask members or attendees inappropriate questions, such as questions about gender identity, a person's trans or intersex status, questions about bodily autonomy or medical history (including surgical procedures), or sexual orientation or sexual experiences;

Please note: This is not, of course, a blanket ban of talking about one's sexuality, gender identity, trans or intersex status with other members and attendees, but rather to encourage such conversations to take place in an appropriate manner that respects an individual's personal discretion and right not to disclose.

- You will ensure any issues with other members or attendees are managed in a respectful way, by speaking with the member personally. If issues cannot be resolved amicably, members are encouraged to contact **Albany Pride Inc.** in writing, via email to hello@albanypride.com.au, to discuss how **Albany Pride Inc.** can offer support to resolve any issues in a timely, respectful and professional manner. *Please see our **Albany Pride Inc. Constitution - Rule 31. - Grievance Procedure (pg. 17-18)** for more details.*

Please Note: *Albany Pride Inc. values diversity and inclusion and endeavours to provide a safe space for everyone in our community. We support people from all walks of life, including people living with a disability, and people with a lived experience of mental health. Occasionally, any person may ask an inappropriate question or comment, or express unwanted attraction to other members or attendees which may make others feel uncomfortable. If you're ever in this situation please make contact with Albany Pride Inc. as mentioned above.*



- You will abide by the policies and procedures of the organisation and you will keep up to date with relevant information provided by **Albany Pride Inc.** in relation to policies and procedures, membership, and the general running of the organisation, as updates occur regularly.

As a Member of Albany Pride Inc. you will not:

- Share inappropriate, inaccurate or offensive content which could be deemed detrimental to **Albany Pride Inc.**, or our LGBTIQA+ community;
- Act or represent or speak on **Albany Pride Inc.**'s behalf without written consent from the Albany Pride Inc. Committee;
- Share your Wild Apricot membership login information with non-members;
- Reproduce or share any of the information, including logos and other documentation received as part of their membership, or share it with non member or third parties; unless you are specifically given permission or encouraged to do so (e.g. with campaign materials, our educational resources, etc.).

Liability

You, as a member, will not hold **Albany Pride Inc.** liable for any tangible or intangible damage that might happen to you while participating in the membership.

You, as a member, agree that the **Albany Pride Inc.** cannot guarantee any results from your membership. Any negative or positive results that might occur during the membership are the result of the Member's own personal choices.

Privacy

Albany Pride Inc. will not share any contact or personal information about you or other members with other members, non-members or any third parties. Please refer to the **Albany Pride Inc. Privacy Policy** for more details.

You, as a member, will not share any contact or personal identifying information gained through membership, or by attending groups or events with other members, non-members or any third



parties. This includes not sharing member's or attendee's name, sexual orientation, gender identity, trans or intersex status, attendance details at the support groups or events, membership status, relationship status etc.

Membership Termination

Albany Pride Inc. has a right to terminate any member's membership for any of the following reasons:

- If you, as a member, decide to terminate your membership at any point, for any reason, you will not be charged for your next billing cycle;
- If you, as a member, continually fail to pay your membership fee for one year or more;
- If the **Albany Pride Inc.** Committee considers that any member should be terminated from membership of the Association because their conduct has been, is or is likely to be, detrimental to the interests of the Association, the Committee shall communicate in writing to said member following the procedure stated in the **Albany Pride Inc. Constitution - Rule 10. Expulsion of Membership (pg.5-6).**

Membership Declaration:

By submitting your membership application, you here by accept and agree to abide by this membership agreement.

We thank you for considering this membership agreement, and we appreciate your support in ensuring **Albany Pride Inc.** provides a safe and welcoming space for all people in our community.

Kind regards,

Albany Pride Inc. Committee